

# NEWSLETTER

SEPTEMBER, 1989

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## FSA Executive 1989/90

This is the new executive for the coming year:

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## Executive Meeting Schedule

Abbotsford, Room A307, 3:30 p.m. (Week 1)

October 18  
November 15  
December 13  
January 31  
February 28  
March 28  
April 25  
May 23

# FSA NEWSLETTER

September, 1989

## From the Editor . . .

Greetings. Welcome back. Busy, busy, busy. Humungous Newsletter this time, no time to mince words. Two major issues facing us this year:

- (a) contract negotiations;
- (b) the SFU (or whatever) university presence down the road (code name: ACCESS).

### (a) CONTRACT NEGOTIATIONS

are back in full again this year, and we are confronted with a lot of major issues, of which salary is only one. The executive, and particularly the negotiating team, are going to need lots of help, lots of suggestions, lots of comments, sooner rather than later, and on an ongoing basis. We all have a perfectly understandable habit of leaving our contributions to the last minute, and then saying, "Hey, what about this?" and "Hey, what about that?" when it is far too late to give these matters any kind of reasoned debate.

In this month's Newsletter you will find the report of the Subcommittee on Benefits. Read it and gasp. Our benefits package has slipped considerably behind those of some other colleges, not to mention the package provided to excluded employees at this college. If you want contract negotiations on benefit items brought off the back burner, you'd better say so, clearly, soon.

We also reprint the Educational Leave Committee's report. It's hardly surprising that people didn't jot down their thoughts on ed. leave last June when the report appeared, but we are

looking at a recommendation which could significantly alter the way we approach ed. leave here at FVC (i.e., we could actually decide to have some). When the Agreements Committee convenes, Bob Smith and Betty Harris need to have some input from faculty on the following key questions:

(1) Does faculty endorse the report's main recommendation -- the establishment of a new ed. leave fund to which faculty would contribute .4% of salary?

(2) Should the criteria for judging applications be the same as currently employed by the JPDC -- pass/fail, then seniority of the applicants? If not, what additional or alternate criteria should be used?

Other views, comments, questions should be forwarded to Betty Harris. A progress report or a set of final recommendations will be circulated to faculty in advance of the winter general meeting, to be discussed at the meeting. (Staff, by the way, are not being ignored in all this, but at the moment it appears that a significant proportion of staff do not wish to participate in the salary-deduction scheme.)

(b) SFU ACCESS is an issue with the potential to transform the College utterly within the next two or three years. No one is quite sure what's happening, but whatever is happening is happening fast. SFU itself has just published a planning committee report which reportedly recommends that a full-fledged campus

be build (presumably in Langley). This is only a preliminary report, don't forget, and final decisions are somewhere in the future, but the prophets are seeing a full complement of first- and second-year courses, let our own UT operations fall where they may.

The Presidents' committee (SFU, FVC, Douglas, and Kwantlen) will be producing its own report some time in October, but our own Peter Jones appears to be the only one concerned about the College's mandate to provide first- and second-year courses, so that even if he does submit a minority recommendation, one can imagine its fate without some sort of gigantic groundswell of local opinion.

Our own Access committee seems to have spent most of its time on the current SFU operation up in the trailer, while the future SFU entity mushrooms away on its own. Anything, at the moment, can still happen, including a version of the presently-unfashionable university college model, so the debate is very much alive. I want to devote a considerable part of next month's Newsletter to this issue, but meanwhile have a look (in this issue) at the suggestion made by Welsh, McDowell, and McGuire, and at the sobering report on the Okanagan situation by Susan Milner, newly arrived in these parts from Kelowna.

Graham Dowden

## Letters to the Editor . . .

Some time ago I noted as an item for negotiations the College insuring our personal property when it is on a College campus. The College gave assurances that homeowners' or renters' insurance covers such items.

But when I inquired of my insurance agent (Martens Agencies, Chilliwack) about the extent of such coverage, particularly coverage of books, they reported the books that remain at school are not covered by my policy, nor could they find any other or additional policy that would cover them.

So, either one should take all of one's books home, or one should lie by saying that any

missing or damaged books were books from one's home collection.

Or, the FSA should raise this item again in negotiations. Faculty should be able to maintain a decent scholarly place to work on campus without worrying about losing thousands of dollars of uninsured books. It will not do much for the intellectual environment of the College if there are no books in faculty offices!

Paul Herman

## FSA President's Report . . .

Since the spring the Association's agenda for the 1989-90 year has been summed up. First of all, the entire Collective Agreement will be renegotiated this year. A complete review of the Agreement is underway and area meetings will be held in late October and early November. You need to present your views at those meetings. The Contract Chairperson, Ian McAskill, will offer some suggestions, including the report on our benefits authored by Betty Harris and Jocelyn Cass, but he and other officers will attend primarily to listen. Specific contract proposals will then be researched and presented during our winter general meeting. The early retirement proposal is now more or less complete and, along with the educational leave plan, will be presented at that winter meeting. Faculty should read elsewhere in this issue Virginia Cooke's May report on ed. leave and respond to the questions. A circular has already been distributed to staff.

Effective 1 August 1989, part-time staff and faculty came into the bargaining group. Barry Bompas and I have been working on its implementation and a few needed clarifications. We were invited to attend the Academic Heads meeting on 27 September to explain its impact and how the agreement will work in that area. An orientation session for all new members of the Association including part-timers will be held on 19 October at 5:00 p.m. in Salon B (cafeteria) in Abbotsford. I have met quite a few new members and look forward to meeting others. Information concerning the Association's makeup and work will be distributed and new

members will be invited to offer comments and questions.

Your executive has decided to review our policies and codify them for easy reference. Jocelyn Cass will undertake the task, beginning in January. Sometime later, volunteer editors will be required. Our object is to publish the policies, along with our constitution and by-laws, following the AGM in 1990.

You may have seen my memo calling for volunteers for the Social Committee, especially someone willing to serve as chairperson who will oversee our socials - FSA noon hour "open houses," Christmas Dance, and after-AGM "do." To date, two volunteers have come forward. As these socials are very popular and require numerous arrangements, more volunteers are required. This is a standard case of "many hands make light work"; if there are not more hands, these events may not come to pass. The committee will also oversee special gifts or cards, expressions of condolences when our colleagues are bereaved, and retirement gifts.

Note the change of personnel in the FSA office. Kathy Gowdridge has moved down the hall; Fenella Sobchuk moves over from the Chilliwack Agricultural office to replace her. Do pop by the office and say hello to Fenella.

Much of the work that I and other Association officers do on your behalf isn't readily apparent to everyone. We send representatives to numerous committees such as JCAC, JPDC, and CAC. Our grievance chairpersons, Dave Allen (faculty)



and Mary Saunders (staff), usually handle 3 or 4 individual matters apiece at any one time and our stewards are constantly called on to ensure that selection advisory committees are properly staffed. My own responsibilities include representing the Association on the Access Committee, chaired by Dr. Jones, who reports on the connections between the College and Simon Fraser University. My specific duty has been to examine contractual implications devolving from any joint ventures with SFU. I have been concerned that SFU's presence on the Abbotsford campus does not increase your workloads or put you further back in the queue for access to our own facilities and services. The parking problem, for example, can only increase with more and more SFU courses. About the larger picture - post-secondary education in the valley - I do not see now any major contractual problems. If FVC were to become a university college, the new approach taken at three other colleges, a far different situation would unfold. At the moment, it looks as if SFU will go its own way and establish a four-year institution in Langley.

In a different connection, I represented the Association in the interviews conducted by the Chilliwack facilities consultant. My message was this: We need flexible and sufficient working environments with air transfer systems capable of providing oxygen for more people than our buildings are really designed to hold. My general approach taken in these meetings - MAC is another one - is to monitor business from the perspective of the Collective Agreement which is sometimes seen as, well, obstructive. However, the Agreement is a given.

Finally, I would like to turn to a different topic: for years now we have been working flat out. Our workloads and resources have been fully committed. Sometimes we get the feeling that all too few people, especially government, really appreciate the job we're doing under increasingly difficult circumstances. Recently, the research division of the Canadian Federation of Independent Business (which represents 80,000 businesses in Canada) released the results of its poll concerning the effectiveness of educational institutions in preparing employees for the workplace. B.C. colleges and institutes received the highest rating among employers who were asked to rank the effectiveness of universities, colleges, private training firms, government apprentice programs, and high schools. In Canada only 54% of employers were satisfied with college training programs, but in B.C. the approval rate was over 86%. It's important to note that we do far more than specific or general job training; education serves many other purposes. However, in this important respect of preparing students for walks of life we have done a good job, in fact the best, this under difficult circumstances, and have strong claims for more resources and recognition.

Bob Smith

## From the Contract Chair . . .

At the outset of this, my first report as contract chair, I would like to extend my appreciation to all who have given me their vote of confidence to chair the upcoming negotiations. This round, the entire contract is open for negotiation and this will require considerable effort on our part to establish a comprehensive bargaining position.

There are two opening tasks which require your participation. First, it is essential to identify the bargaining issues to bring forward in negotiations. Over the next month, and with the assistance of respective shop stewards, I will be organizing area meetings with faculty and staff to identify these issues. I sense that it is important to reach a consensus about our contract goals and avoid the final choices which became so divisive in our last contract settlement. In order to establish a fair and balanced bargaining position it is therefore critical to obtain your perspective early on. Each member will be notified in advance of the area meeting (which will probably occur on Tuesdays, if that proves convenient).

Second, a negotiating committee must be drawn together to support the contract chair, and for this I would like to call for volunteers. As you know, the contract chair is a new position for me. My effectiveness depends on the assistance of those seasoned in the negotiating process, and also of novices fresh with idealism. Among our membership I will also be seeking periodic analytical and legalistic/language assistance to enable our bargaining

positions to be informed and articulate. I should note that, where alternative arrangements cannot be made with respect to hourly paid members, the FSA is prepared to purchase your release time from the college to enable your participation in the negotiation effort.

Please begin to consider matters that you believe are important issues for negotiation. Salaries and benefits are obvious issues. Escalation in the cost of living and general increases in comparative salaries elsewhere in the province dictate a substantive bargaining position for us in the upcoming year. Additionally, the benefit comparison carried out by Betty Harris and Jocelyn Cass (presented elsewhere in this newsletter) suggests scope for improvement in our package.

For faculty, it is interesting to note that there are currently three college members of CIEA which are currently without a contract. By union accounts, negotiations have been extremely difficult. My first CIEA Negotiations Meeting (Sept. 15) has given me a better perspective on a number of issues. If anything, these struggles provide an appreciation for the generally amicable tradition of our negotiations. This is a tradition I would like to continue.

Ian McAskill

## Grievance Report . . .

Dave Allen and I have decided to divide the duties of writing reports for the Newsletter. I shall kick off by welcoming everyone back from the summer, with a special welcome to all new members of the F.S.A.

Most problems that have come to my attention have concerned job duties review applications that have gone astray or have been unduly delayed. In order to steer the progress of a job review according to Article 19.9 of the Collective Agreement, a form has been designed for use

by staff who request a reclassification of their job duties. If you are sending your job description to J.C.A.C. for reclassification, contact the Personnel Director or Staff Grievanceperson for a form to be filled in by the incumbent and senior administrator(s). This will enable all concerned to check that the time limits described in Article 19.9 are not violated.

Mary Saunders

## From the Joint Professional Development Committee Chair . . .

This committee will dwell on colleague evaluations, proposed changes to long term educational leave, and the Human Resource Development plan from the Ministry. The College has joined two faculty exchange programs, and Barry Bompas is coordinating leaves of this type.

Professional development is a sensitive issue here. We all have dearly protected notions about PD. The JPDC has, over the last few years, worked to provide guidelines that are inclusive rather than exclusive.

Equal access to PD is an ongoing concern, and the committee will continue to work on this. It is important that the FSA be actively involved in any policy and procedure development, particularly related to long term ed. leave.

Your thoughts on our evaluation process are needed. Please call me at local 422, or write me.

Wendy Burton



## Report of the Subcommittee on Benefits . . .

### I. PROBLEMS WITH EXISTING PLANS

#### a. Extended Health

##### Coverage:

Eyeglasses, hearing aids for adults, drugs on prescription which are bought overcounter as well and drugs on prescription not accepted by Pharmacare are excluded and, in our opinion, should be covered.

Note: Class 1 employees at FVC (i.e. excluded personnel) receive 100% of all extended health claims (no deductible) and their plan covers both eyeglasses and hearing aids. We have not been able to discover the proportion of their premiums paid by the College.

There is no provision for rehabilitation for alcohol or drug abuse. \$100 a year for visits to a clinical psychologist is an inadequate provision for mental health coverage. (One visit can cost \$75.00.) It has also been suggested to us that travel provisions should be made for those referred elsewhere for psychiatric or medical treatment.

#### b. Dental Plan

Periodontal coverage is paid at only hygienist rates irrespective of professional opinion.

Orthodontic coverage is too low: the maximum of \$1,250 should be raised to \$1,750 to \$2,000.

#### c. Long Term Disability

These premiums should not be paid by the College. If the employee pays the whole cost, the benefits received are not taxable.

#### d. Life Insurance

Life insurance coverage should be increased to 3 x salary as at many other colleges. East Kootenay College receives this benefit for less than we now pay. Their carrier is Manufacturers' Life.

#### e. Vacation Days

Some colleges have 13 statutory holidays.

Vacation days for faculty and staff should be increased. (42 and 43 days for faculty are common at other colleges.)

#### f. Legal Aid

It has been suggested to us that legal aid is a desirable benefit. (Selkirk College has this provision.)

#### g. ICBC Business Coverage

ICBC business coverage for vehicles is a necessity and, in our opinion, should not be classed as a benefit, but as a cost to the College of doing business.

## II. PAYMENT OF PREMIUMS

The 50% cost to employees is "obsolete," says Tom Beardsley. Ironically, Long Term Disability - the very benefit that should NOT be paid by the employer - is the only one FVC pays in full.

### Recommendations:

i) The Contract Committee should adopt as a goal for 1989 negotiations:

a. 100% payment of Extended Health, Dental Plan, Life Insurance, Accidental Death and Dismemberment and MSP. (Even School District No. 33 pays 75%.) The payment of LTD should be by members for tax reasons as is done in most colleges.

ii) Further information should be sought from:

a. Northwest Community College and Selkirk College as to Vision Care;

b. Selkirk College as to legal aid provisions;

c. a university for comparison on out-of-province health coverage.

iii) A consultant should be asked to work on a comparison of packages and carriers. It appears to us that Canada Life and C.U.C. may offer competitive coverage. Wyatt and Company was suggested by CIEA. Rogers Group would also be appropriate.

iv) There needs to be much more publicity in the Newsletter about benefits. How many of our members are aware that orthopaedic shoes are covered but eye glasses are not, that under the former carrier hearing aids for adults were covered but now they are not, and that charges for permanent prostheses (artificial limbs, eyes and mastectomy forms) and braces are covered, that out-of-province health benefits do not cover medical expenses incurred in the treatment of a pre-existing condition, and that annual eye examinations are covered only if they are done by an ophthalmologist.

v) The out-of-date, and now inaccurate, blue booklets on benefits should be replaced, after the next negotiations, by an up-to-date information kit on the VCC model.

vi) The Contract Committee, at the next negotiations, should insist upon College reimbursement for ICBC business coverage for all employees whose work requires it. This, however, should not be treated as a benefit.

J. Cass

W.E. Harris

## Educational Leave Committee: Report . . .

Both the institutional Self-Study and the external review of that study, conducted in 1987, identified this college's lack of educational leave opportunities for faculty as one of the primary problems facing our college. This same theme has been echoed in the Long-Range Plan, the Task Force on the Intellectual Environment, and any other forum in which problems and challenges for faculty are discussed. As Fraser Valley College--along with its faculty--approaches middle age, problems associated with "burn-out" of overworked instructors unable to keep current with the research and developments in their disciplines only promise to increase. We look with longing at our counterparts in the universities, who can count on sabbatical leaves every seven years. "Faculty renewal" is a challenge we simply cannot ignore.

The Collective Agreement allows for Educational Leave for faculty and staff (Article 24.2), but the method of funding, which involves placing the unclaimed money from the Professional Development fund into a fund divided between short- and long-term leaves for faculty and staff, has made any long-range planning for a viable leave program virtually impossible.

During contract negotiations in 1988, a Letter of Agreement designated a joint Educational Leave Committee charged to (a) recommend ways and means of increasing the amount of funding available for Educational Leave;

and to (b) review Article 24 to determine if there are any changes that can be made to enhance Educational Leave. Since the will to create effective proposals exists on both sides, the work of the committee boils down to one task: recommending that resources be found. This Committee recommends a significant infusion of funds into the educational leave program.

### The proposals of the Educational Leave Committee:

A. The College should contribute the equivalent of 2 1/2 percent of the salaries of regular faculty into an educational leave fund separate from the P.D. fund; this would immediately provide about \$100,000 for educational leaves. In addition, regular faculty should contribute the equivalent of .4 percent of their salaries to this fund, creating an additional \$20,000 in funding. A review of the plans of other colleges which have a viable educational leave program indicates that both parties contribute; we believe that a commitment needs to be demonstrated on both sides.

B. The remainder of the in-service P.D. fund specified in Art. 24.2(a) should be reserved for educational leave for staff. Although the amount in this fund varies, past experience suggests that the proportion of faculty/staff Ed. Leave funds available would remain about the same: that is, about a 70% / 30% ratio.

C. Eligibility and level of support: The current contract specifies 3 years continuous employment for initial access to short-term leave and 5 years for long-term leave. This committee recommends a minimum of 5 years continuous employment for regular faculty and staff to be eligible to apply for a first assisted leave of either type. We also recommend that the level of support be the same for both long- and short-term leave: that is, 80% of full base pay. Such a change will make long-term leaves more possible for a greater number of faculty, and will eliminate the inequity in the support.

D. Allocation of funds: Contract clause 24.4, dealing with the allocation of P.D. funds, gives responsibility for ruling on Ed. Leave applications to the Joint P.D. Committee, with the proviso that the committee "may seek the advice of a sub-committee concerning such applications." If there are a significant number of applications, a sub-committee will certainly be necessary.

However, we recommend a change in Article 24.4 with respect to judging the applications for educational leave. Currently, applications are judged on a pass/fail merit basis, and then decided according to seniority. We recommend that the Joint P.D. Committee establish a set of criteria for assessing applications; and that these criteria will include seniority, but not make seniority the sole determining factor in selection. These criteria would need approval by both the College and the FSA before they could be implemented into the Collective Agreement. We anticipate a fair amount of heated but healthy discussion among faculty, staff,

and administrators about what factors should go into this selection.

E. Eligibility for re-application: We recommend that a faculty or staff member who has received long-term assisted leave be required to have seven years continual service before he or she would be eligible to apply for another assisted leave. The requirement for applying for another short-term assisted leave would be three years continual service.

The committee members agreed that these recommendations might be better discussed after 1989 salary negotiations were completed, so that the merits of the recommendations could be considered separately from their possible immediate impact on wage settlements. However, we strongly urge both the FSA and the College to make a strong philosophical and financial commitment to a genuine educational leave program, which is needed now to strengthen both our institution and those who work within it.

Virginia Cooke,

on behalf of the  
educational leave  
committee:

Virginia, Betty Harris,  
Barry Bompas, Susan Witter.



## CIEA AGM Reports . . .

### CIEA Status of Women Committee Meeting - May 1989

The members of this committee discussed the offerings in women's studies at colleges in B.C. Most colleges do not have any offerings, with the exception of Capilano College.

Linda Coyle presented the kit she has developed to educate the members at each college about employment equity. This kit, which is available from Wendy Burton, has a script, overhead transparencies, posters and background information. The kit is intended for a variety of audiences within the College system.

### Key Note Address - John Rausch Access and Excellence

The keynote address was clearly intended to be inspiring and provocative. Rausch began with a sketch of Miami Dade Community College and its pursuit of excellence with students who need remedial English, remedial math, reading and study skills, and life skills. Rausch encourages colleges to require a week-long orientation and to encourage a mentorship program. He also suggested rigorous assessment and placement, so students find themselves in the right classes.

Rausch also had some advice about teaching in pursuit of excellence. He suggested assigning more writing tasks that require synthesis, providing more opportunities for oral communication, reducing the true/false type of testing, and

building a classroom environment that is positive, warm and inter-active.

In light of the concern for access, Rausch had the following comments. "When you take everyone, you have to have high standards of quality." "Whoever you take, when they are finished they have to be good." Rausch concluded with the challenge that "if you're not getting better, you're losing proficiency."

### Workshop on Coordinated Bargaining - Ed Lavalley

Ed presented his position paper on coordination bargaining. CIEA has begun to move to sharing data and strategies among member Colleges that are currently bargaining. Pattern bargaining and centralised bargaining were discussed. This paper is an important document for negotiations and agreements chair, and discussions and decisions will continue on the Salary and Working Conditions Committee this year. Copies of Ed's paper are available from the FSA office.

### Harrassment: Personal and Sexual Contract Language

This workshop focussed on educating the members about harrassment as a social issue, as an issue for contract language and as an issue for safety in the workplace.

College Instructor at Mid-Career

After a description of the instructor at mid-career, the group developed a long list of suggestions for renewal. This session, for some reason, was the most valuable, perhaps because the group was completely involved. The list we generated is on the bulletin board outside my office.

University-Colleges: The Issues

Much of the business of the AGM revolved around the changes to the college system brought about

by the announcements from the Ministry in the spring. The members were warned to assess any satellite campus, partnership, expansion to 3 and 4 year, or changes to College mandates in light of seniority protection, workload equity, contract language, pay equity and collective strength. The haste of the implementation seen so far was identified as a problem. Members were urged to consider every move in light of its impact on the strength of the agreement.

Wendy Burton

**CIEA Convention - May 1989**

(You too can get FSA funding for wild times in exotic locations!)

(Note: Although the FSA staff are associate(?) members of CIEA and have access to CIEA services there is no doubt that CIEA is primarily a college faculty union and I will refer to it as such. If we want CIEA to become more staff oriented we will have to become more active in CIEA.)

What follows is an idiosyncratic report on some specific parts of the CIEA convention. To report on all of it would be to ask you to read a volume none of us would be very interested in. Since I have past connections with both CIEA and the FSA executive I have my share of biases which I fully intend to exercise in front of you.

I'd like to start with some general comments before I get to the specific workshops.

First, some context. I attended the CIEA convention in Victoria as one of the FSA representatives, partly as a favour to someone who was going and then couldn't, and partly from a mix of curiosity and nostalgia. I spent a lot of time as FSA representative to CIEA's forerunner, the redoubtable CFF, and a year as vice-president of CIEA in the early eighties. As someone from one of the smaller B.C. college unions, who worked for years toward a provincial union for B.C. colleges, I had a more than passing interest in the current state of CIEA. I also

expected an open institution like CIEA to provide a good reading of its present state of health during the AGM.

Now for the overall impression. My view of CIEA is quite optimistic. The organization seems professional in intent and operation. CIEA looks like a healthy and active provincial organization. Most of the colleges seem to be active and interested participants. Even the older, more conservative colleges, such as VCC Langara, are still sending a contingent to look things over and report back. CIEA is becoming more important as the recognized voice of B.C. college faculty in Victoria and the nonmembers are fading to roles more peripheral than they had in the past. The CIEA AGM was businesslike and quite democratic in nature. (In case anyone doesn't understand what I'm saying, just imagine a meeting of more than 70 faculty, representing over 14 different colleges and institutes; most of them bringing an innate pigheadedness and self-assurance which they often exhibit as an overwhelming need to talk about, explore or, god forbid, reconstruct from first principles any piece of business which strikes their interest [the phrase "presumptuous and undisciplined" comes to mind]. BUT... I've seen a lot of the earlier conventions and this one is a marked improvement... unless I'm becoming hopelessly good natured in my middling years [I hear the sound of derisive laughter].) As a nice mix of political animals and naive participants the CIEA AGM is interesting and encouraging to watch. Unless CIEA changes in some fundamental way, this constant infusion of new people from the member colleges is a great strength. It was a good convention, a productive AGM, and a good

executive team headed by Capilano's Ed Lavalley was elected. (Ed will be president of CIEA for 1989/90.)

Here comes the general harangue. My reaction to the FSA's role at the CIEA convention was mixed. I think our union was less organized than most. I know there was a foul-up with the FSA elections this time around but we could have done better than we did at the CIEA convention. To be specific, I did not see any sign of an FSA president or negotiations chair (past, future or hopeful) at the CIEA convention while I was there from early Thursday morning until late Saturday afternoon. This meant that the FSA had no effective voice in any of the executive level decisions during or after the AGM when the new CIEA executive is selected. Nor did we have any authoritative representative at the negotiations-related workshops or discussions. To my further dismay I was told by several members of the CIEA SWCC (salary and working conditions committee - the real backbone of and reason for CIEA's existence) that no one knew who the FSA representative to SWCC was for 1988/89 and didn't recall any FSA representative at any SWCC meetings during the previous year. If this is a reasonable picture of the FSA participation in CIEA then we, as a union, are being extremely silly and short-sighted in our actions. Most colleges are actively using CIEA to push a collective approach to dealing with the government. (One of the workshops was on coordinated bargaining, which is a voluntary precursor to joint bargaining.) I think the collective approach is the best one for us. I also think it is going to prevail - with or without us. So far it looks like it's without us. If so, we

will be the big losers. Perhaps I have misunderstood the contribution of the FSA to the recent directions CIEA is taking. But the general reaction of "FSA rep ... haven't seen one!" and the concomitant discounting of an FSA reaction or opinion makes me reluctantly think I haven't.

If our union disagrees with the direction CIEA is taking it should carry the fight to CIEA and make the argument there. If our union agrees with the direction CIEA is taking it should still be a more active participant in the ongoing work of CIEA. Our union should not be indifferent to or ignoring CIEA. That's just the fast track to being seen as an undependable leech at CIEA.

CIEA is a good organization for college faculty. It most definitely is the only game in town. We should be as active as we can be in the organization because its actions will affect us whether we like it or not.

OK - so much for the heartfelt harangue. Now I'll do a brief show and tell about my activities at the convention.

#### WORKSHOPS ATTENDED:

##### **1. AFFIRMATIVE ACTION**

The workshop allowed participants to sketch out a list of "wants" or expectations in the area of affirmative action. Participants were predominantly women and many of the issues raised were those traditionally, if mistakenly, seen as "women's issues". The session was useful from my perspective because it provided a glimpse of the current level of faculty awareness in this area. As expected, it varied considerably and, in my estimation, showed that we likely won't see college

faculty in the vanguard of affirmative action in the near future. It also provided an opportunity to put some hard nosed resolutions to the AGM for delegate consideration and a chance to see if the AGM was willing to push for concrete (contract language rather than policy statements) steps on affirmative action. In my opinion the "women's caucus" and the affirmative action advocates (often but not always the same people) are knowledgeable and articulate enough, but they have a long way to go before they can match the organizational abilities of the contract bargaining people in CIEA. Until they come close they will lose most skirmishes with the SWCC people. If you think about it, any apparent differences between the two groups are not surprising. The contract people think in terms of "language" and "implementation". Actually the negotiations types act in a manner similar to the way some management types also behave toward our union contract people and I have some sympathy with that stance because most of my active FSA years were contract bargaining related. You become conditioned to try and stick to issues you can define clearly and expect to successfully defend if push comes to shove.

**ACTION:** As most good negotiators would, the majority of AGM delegates dumped the fuzzier parts of the resolution which spoke to ethics codes and to peer groups for handling non-criminal ethics cases. The clearer and less controversial parts asking for the development of language on: (i) no discrimination, (ii) no harassment (sexual or personal), (iii) pay-scale equity with similar placement criteria and (iv) 10 days per annum of family leave responsibility were all referred



to SWCC for staff advice regarding the development of language. I was responsible for sections (i), (ii), and the fuzzier parts which were dropped. I admit to a great curiosity on my part as to the reaction of the AGM to the different sections of the resolution.

**MEANING:** SWCC can do something about the development of appropriate language or not, as it sees fit. This will tell us something about the short-term priorities of CIEA.

## 2. COLLEGE GOVERNANCE

The presenter, John Waters, began with a history of B.C. college governance and ended with the current situation where all college board positions are filled by government appointees with no local or public input, and no colleges have legislatively protected internal governance structures which guarantee student or employee participation. Our FVC CAC committee is the closest to this that I have seen, but it exists at the pleasure of the board and a favourable interpretation of the part of our collective agreement which, as I hopefully recall, speaks to the continuance of "past practice". The discussion was wide-ranging and I became involved in it because the issue is one I feel strongly about. At the end I put forward a motion which outlined the direction I wanted CIEA to go in during the next year. I also wanted to force CIEA to look at the issue and respond formally at the AGM.

**ACTION:** John Waters and I jointly prepared a motion for consideration at the AGM. We put together a long and detailed motion which made both of us happy (after all, we are both

reasonable people (?)). It directed CIEA to actively lobby for legislation which provides internal college governance structures. Specifically the legislation should ensure that:

1. 50% plus one of a college board's voting members should be elected by the municipal voters in the school districts within a college's region.

2. The election of college board members shall occur at the same time as the election of school board and/or municipal council members.

3. The remainder of a college board's voting members should be appointed by the Lieutenant Governor in Council.

4. Students, staff, and faculty shall each, as separate groups, elect at least one representative to serve as a non-voting member of the college board and to participate fully, with full voice, in all board meetings on all issues, subject to the normal conflict-of-interest guidelines applicable to all board members.

5. CIEA should collect, analyze, and distribute information on the current internal governance/committee structure in place at each college in B.C.

6. CIEA President's Council should evaluate the data collected under #5 above and shall formulate, if feasible, a draft policy on internal college governance for consideration at the 1990 AGM.

7. Any policy on internal governance proposed by P.C. should ensure the continued independence and institutional unity of colleges offering third- and fourth-year university courses.

The motion passed without any changes.

**MEANING:** CIEA has been given some clear directives regarding

what is desirable and should be lobbied for, and what research is to be done during the year. The wording forces CIEA's P.C. to develop and distribute appropriate policy if the results of the research make it seem feasible, but the P.C. is allowed to duck the issue if it seems too difficult and/or divisive. I will be very interested in what CIEA does with it during the next year. It gives them the scope to push in a direction which is important to all of us.

### 3. THE ACCESS REPORT

The moderator was Paul Ramsey, the outgoing CIEA president. This was an important workshop but unfortunately I missed 90% of it while drafting the previous motion on governance with John Waters.

### 4. THE COLLEGE INSTRUCTOR AT MID-CAREER

The moderator was Donald Fyfe-Wilson. Guess why I went to this one. Funny thing ... I saw a lot of familiar middle-aged faces. There was a certain morbid fascination about it all.

I also saw most of the FSA people at this one. I think those missing were having a late morning nap or looking for a Geritol fix.

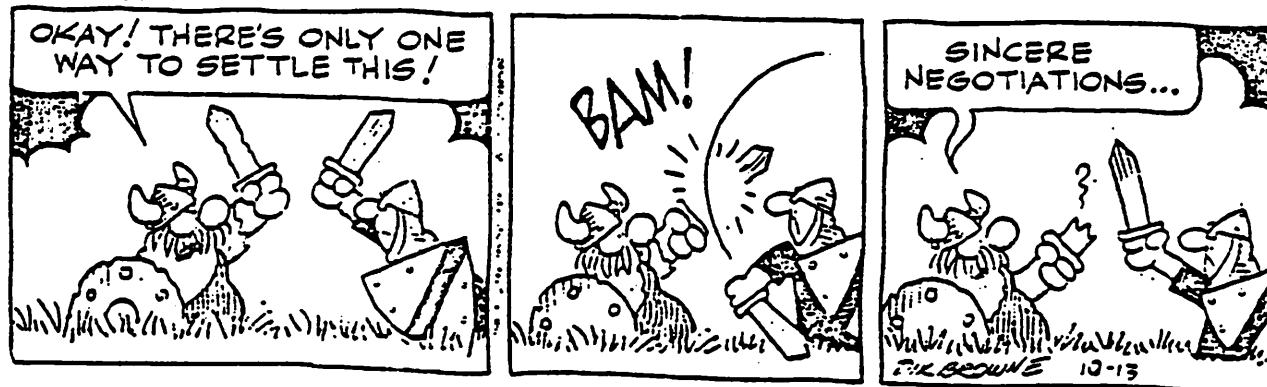
**ACTION:** None except for a fuzzy reaffirmation that older doesn't always equal slower.

**MEANING:** Hey, what do you expect! While getting older seems an inevitable and not always an unalloyed joy it sure beats the big alternative. At our ages nothing is black and white any more. For most of us, neat and clean solutions are usually a passing intellectual spasm to be viewed with a certain suspicion and disdain.

**CIEA AGM AND POLICY DISCUSSIONS:** I've already reported on any sections which struck my fancy. Please see other delegate reports for more details.

Doug McDowell

### HAGAR



## SFU IN THE VALLEY

### An Open Memo to Peter Jones

From: Wayne Welsh, Doug McDowell, George McGuire'  
Department/Program Heads for Computing Science, Math, Science

We met recently to discuss the issue of university access in the valley. We went over the developments to date and wanted to give you some of our thoughts on the matter.

First and foremost, we feel that Fraser Valley College has some very real strengths when it comes to the issue of providing university courses at the first and second year levels. Quality of instruction and cost to the students quickly come to mind. We can't argue for Kwantlen and Douglas, but we can argue that our college has been well-respected by the universities in the province. Whatever solution is suggested for the access problem will hopefully be built on these strengths.

#### Part 1. A new view: VUU Valley Undergraduate University

While we support your first solution to the access problem, namely, the construction of a 3rd and 4th year institution, with first and second year instruction being provided by the colleges, we also think that it doesn't have a hope in hell of winning the day. The economic and demographic realities suggest that the real problem is at the first and second year levels, and that both universities are full because of these students, and not because of large numbers of senior students. As well, the population projections (which seem to be too conservative)

indicate that Surrey is the source of the "largest numbers" with Coquitlam/Poco/Maple Ridge and Langley and Abbotsford providing smaller but significant populations. A small increase in the participation rate will really amplify the access problem. As first and second year student levels rise, the problem transfers in a smaller way to third and fourth year levels.

The province needs a new undergraduate teaching university, not a new research giant like UBC or SFU. The location makes most sense on the south side of the river somewhere between "East Surrey" and "West Abbotsford" (and a bridge crossing at Albion makes the large north side population accessible to it within minutes).

The main issue is about the institution and its relationship to FVC (and SFU, Kwantlen, Douglas). This institute could be given a mandate to provide top-quality instruction (as a first priority) with the goal of producing top-quality graduates somewhat similarly to places like Reed College in Oregon. The graduates would serve the province well -- many would go on to graduate programs in the universities, many would go on to jobs in the province. This would at least give the institute a fresh and different approach to undergraduate programs (and the government could make some mileage out of this) and would at the same time fit in with our academic mandate

as well. Suggestions of "year-round operation", "quarterly system", "night classes", etc. address many of the needs and might gather a lot of political and economic sympathy.

It would seem difficult to maintain our current two year levels in UT course offerings if this new institute started offering first and second year in the valley. At the very least, we would lose more of the top students, and that would hurt in several ways. A real possibility would see us lose enough student registrations to put the UT programs in jeopardy.

However, there is a way in which we could co-exist with a nearby university, and in fact grow with it -- namely, we (including Kwantlen, Douglas) should become part of this new "provincial undergraduate university" (BCPU isn't exactly the acronym I had in mind!) by having our university transfer program converted to a corresponding university program (ie. our courses should actually become SFU or UBC courses during the transition, with students registered as part of the valley university). The fact is that our courses are now acceptable as university courses. The new campus to the west would administer the growth and planning of the valley university courses offered through this network, starting with the existing bases; it would be necessary to enshrine the idea of joint growth of the programs and offerings in each community via legislation. It may even be that the interior university/colleges would join this new scheme.

It is hard to argue that this new university be a part of SFU forever -- for many programs, it makes more sense to align with UBC or UVIC initially, but that

will be a political decision, and may have already been made. The long term independence seems obvious if the numbers are to be believed. The granting of degrees at FVC would occur at the same time as at the other locations (because our UT program would be part of the program of this valley institute), and would allow students in this area to complete a degree while living at home. Of course, they would have to drive to Langley or SFU for some specialities not offered in Abbotsford.

## Part 2. If the decision is SFU all the way...

If the decision is such that we have to compete with a first and second year SFU program somewhere in the valley, then we would at least like the opportunity to compete -- ie. we would need to fill in gaps in our second year offerings and arrange block transfers with UBC, UVIC and SFU, and we would also need resources to advertise (even more) the advantages of attending FVC for the first two years. UBC and UVIC presumably want to maintain some presence in the valley and we would respond.

Right now we have gaps in our programming in the first two years of university courses, even in the basic areas. If we are to survive we will have to fill them in. We can only see this coming from a mix of increased college resources in UT programming and/or external agencies such as SFU filling in the gaps on campus at FVC until we can do it ourselves. When other institutions provide first and second year courses at FVC they should be required to follow our ground rules in areas



such as student and instructor evaluation.

Needless to say we are worried that new resources will be scarce if a new campus is growing.

Does our community know that this long term decision is imminent -- the municipal governments, MLA's and MP's? It is possible that their main interest is increased access (wherever it occurs in the valley), but they likely aren't aware of the change that will occur at FVC depending on the decision.

There are, of course, several major problems associated with trying to become part of a university -- the grant formula, internal controls, questions about faculty, etc. It is clear that there will be significant changes in each of these areas in the next 10 years whatever proposal is selected to solve the access problem in the valley. We have suggested some ideas and directions that will not only preserve our programs and employment levels in the UT area (which has to be included in our bottom line), but which will also give us an exciting growth potential as well.

## **UBC Campus East, or: Fast-tracking in the Okanagan**

The government daily trumpets its commitment to increased access to university education: "look at the Island, look at the Cariboo, look at the Okanagan."

It is a truism that governments are politically rather than educationally motivated. The decision to create a "university/college" of Okanagan College was certainly politically motivated. Not that there weren't valid educational reasons for wanting to offer more to the interior community, but the manner of the university/college's creation has left many problems in its wake.

"Too fast" was the most frequent observation during the summer. There was not enough time to plan, to coordinate, to sell the programs. Hiring was done at

breakneck speed late in the season; some instructors were hired as late as the first day of classes. It was a short summer for negotiating letters of agreement to cover the new structure and faculty, for striking hiring committees from the few faculty not already on vacation, for the development of new courses, and for bickering with UBC and UVic spokespeople.

The College administration, admittedly caught between the rock of government pressure and the hard place of faculty determination that some care be taken not to destroy the nature of the College, did little to allay faculty concerns.

At the back of many people's minds was, and is, the now immortal question asked at the

general meeting by Salmon Arm instructor, Reed Fowler: "What happens when the accordion closes?" As far back as March, College President Bill Bowering explained to the executive of the association that he wanted two seniority lists, one for so-called "one-to-four" instructors and one for the "one-to-two" people. Then, when the crunch comes, as it inevitably will, the College can let go the "one-to-two" instructors in order to maintain "flexibility." Though this did not go over well, it was a theme which returned throughout the negotiations and, in fact, slowed them down considerably, which in turn decreased the amount of time available for getting the programs going.

The negotiating team, led by Philip Beckmann, convinced the administration to back down on the separate seniority (and separate pay scales), for the time being at least. The team did what is generally considered to be an excellent job of protecting both old and new faculty, and of minimizing a two-tiered structure. The letters of agreement hold only until the summer of 1990, however, when the entire contract will be renegotiated. A tense time is expected by all.

The administration continues with its theme: this fall, departments have been instructed to prepare plans for next year based on 85% of this budget. Third- and fourth-year courses are not to be touched; it is the college prep that is to go. In mathematics, that could mean 250-300 students in dire need of precalculus courses will be cut to protect third- and fourth-year courses, which currently have exactly no students. This would definitely reduce the department's budget.

Whatever happened to the community service and open access ideals of the community college?

This is a fear for the future. At present, the government is throwing money at the College, some of it none too wisely: two sociologists are being flown up from UBC, weekly, at College expense, to teach at the College. But it is true that there is suddenly money for buildings, for journals, for labs, for books. That is all to the good, and no one is unhappy about that, except for the lingering question, "how long can this last?"

Enrolment is good in the nursing and education programs, both under UVic's aegis. There are some students in upper-level humanities courses, and about half a dozen in the sciences. Second-year enrolment is up. People are cautiously hopeful, but the place needs time to grow. Which leads us back to the fact that the government is not noticeably patient. So levels of stress are very high at the College: there wasn't enough time to plan; there may not be enough time to make things work.

Day-to-day difficulties are based on jurisdiction. The College has taken a very subservient role, "willing to bend over forwards," as one exasperated faculty member put it.

UBC, justifiably from its point of view, maintains absolute control over third- and fourth-year courses. College faculty who wish to teach an upper-level course are vetted by UBC as to their "currency", which means recent research. In some departments, this also seems to mean whether or not the instructor attended UBC.

The university has veto power on hiring committees. People hired to teach upper-level courses must satisfy UBC requirements - in particular, research. Although the College occasionally mutters about "teaching", that seems to have taken a very secondary role.

Once the instructor is hired or approved, the university maintains control of course content, evaluation, exams, and final grades. The faculty member will be expected to visit UBC at least three times a year, and UBC area coordinators are to visit the College at least twice a year to review course content, grading procedures and standards, and library acquisitions, and to recommend "appropriate scholarly work and professional activities." All of which is quite acceptable to those who want to create a "little UBC". The University of Victoria, by the way, seems not to have ruffled as many feathers, but

this may be because the areas in which it is involved, degree Nursing and Education, are new to the College.

And there are, of course, the (relatively) minor irritants: in the rush to put everything into place within a few months, the College hired many more temporary faculty than the contract allows; the association has plans to start grievance procedures. The non-appearance of third-year students has exacerbated the emerging two-tiered structure. Some instructors (full-time) currently teach seven hours a week while others in the same department have eighteen.

So, from daily irritations to deep-rooted concerns about the future of the College, there is a worry for everyone. Uneasy lies the college that wears a university.

Susan Milner

### **New FSA Secretary**

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**FENELLA SOBCHUK**

has taken over the duties  
of FSA Secretary.

#### **Office Hours:**

**Monday - Tuesday - Wednesday**

**9:00 a.m. - 1:00 p.m.**

**Room A339 - Local 313**